Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

FSIS

For 1st Quarter 2024 for period ending December 31, 2023

		Comparative Data												
Part 1 Complaint Activity		10.01.2023 Thru												
	2019	2020	2021	2022	2023	12.31.2023								
Number of Complaints Filed	58	55	52	41	41	12								
Number of Complainants	56	53	50	40	39	11								
Repeat Filers	2	2	2	1	2	1								

Bout 2 Commissints by Books			Compara	ative Data		
Part 2 Complaints by Basis		Prev	ious Fiscal Year	Data		40.04.0000 TI
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	10.01.2023 Thru 12.31.2023
Race	23	21	19	15	16	4
Color	12	8	4	4	8	6
Religion	8	3	0	2	7	4
Reprisal	41	26	20	24	19	2
Sex	24	20	14	7	13	5
PDA	1	0	0	1	0	0
National Origin	12	11	7	5	5	6
Equal Pay Act	2	0	0	0	2	0
Age	18	17	14	7	9	3
Disability	23	17	22	18	17	3

Genetics	0	0	0	0	2	0
Non-EEO	5	5	2	4	4	1

Part 3 Complaints By Issue	Comparative Data										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now		10.01.2023 Thru 12.31.2023									
accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2019	2020	2021	2022	2023						
Appointment/Hire	0	1	1	0	1	0					
Assignment of Duties*	4	6	4	0	0	0					
Awards	2	0	2	1	1	1					
Conversion to Full Time/Perm Status*	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	0	0	0	0	0					
Reprimand**	5	6	3	0	0	0					
Suspension	8	6	7	3	7	1					
Removal	5	5	3	0	3	1					
Other Disciplinary Actions**	0	0	0	0	11	2					
Other 2**	0	0	0	0	0	0					
Duty Hours*	0	1	0	0	0	0					
Perf. Eval./ Appraisal	5	5	7	7	4	1					

Examination/Test	0	0	0	0	0	0
Harassment	<u>.t</u>					
Non-Sexual	38	35	24	13	23	7
Sexual	1	3	1	1	2	0
Medical Examination	1	0	0	1	0	0
Pay including overtime	1	0	1	0	3	1
Promotion/Non-Selection	13	7	8	6	6	2
Reassignment: Denied/Directed	0	1	0	0	1	0
Directed	7	3	6	0	5	1
Reasonable Accommodation Disability	11	5	10	5	5	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	7	2	0
Retirement*	1	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	2	1	1	1	1
Termination	4	3	2	1	8	3
Terms/Conditions of Employment*	17	8	3	0	0	0
Time and Attendance	17	9	7	3	11	2
Training	1	1	1	0	4	0
Other Terms/Conditions of Employment*	0	0	0	0	8	1
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4 ⁻	0	0	0	0	0	0

			Compar	ative Data		
Part 4 Processing Time		10.01.2023 Thru				
	2019	2020	2021	2022	2023	12.31.2023
Complaints pending during fiscal year						•
Average number of days in investigation	199.08	209.91	140.28	151.9	148.19	135.53
Average number of days in final action	41.21	30.73	28.02	37.77	101.11	34.18
Complaints pending during fiscal year wher	re hearing was reque	ested				
Average number of days in investigation	208.9	215.32	149.47	174.85	160.59	131.75
Average number of days in final action	30.13	24.81	8.89	14.55	13	21.00
Complaints pending during fiscal year wher	re hearing was not re	equested				
Average number of days in investigation	185.52	191.74	134.54	140.42	133.68	136.91
Average number of days in final action	54.0	37.1	42.38	62.21	149.32	41.71

	Comparative Data												
Part 5 Complaints Dismissed by Agency			10.01.2023										
	2019	2020	2021	2022	2023	Thru 12.31.2023							
Part 5 Complaints Dismissed by Agency	5	14	2	3	3	2							
Average days pending prior to dismissal	15	24	31	41	82.33	83.00							
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants	6	4	4	3	1	0							

	Comparative Data												
Part 6 Total Final Agency Actions Finding			10.01.2023 Thru										
Discrimination		019	20)20	20)21	20)22	20)23		1.2023	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		5		0		
Without Hearing	0	0	0	0	0	0	0	0	5	100	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0	

Part 7 Finding of Discrimination	Comparative Data													
Rendered by Basis				Prev	ious Fis	cal Year	Data				10.01.2023 Thru			
Note: Complaints can be filed alleging multiple	20	2019		2020		2021)22	2023		12.31.2023			
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		5		0			
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00		
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00		
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00		
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Age	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00		
Disability	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00	0	0.00		
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		

Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		0		0		0		5		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

	Comparative Data											
Part & Finding of Discrimination Rendered by Issue	Previous Fiscal Year Data											1.2023
Part 8 Finding of Discrimination Rendered by Issue		2019		20	20	21	20	22	2023		Thru 12.31.2023	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

^{*} are reported under Other Terms / Conditions of Employment.

^{**} are reported under Other Disciplinary Actions.

Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	1	20	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	2	40	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	20	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0

Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	20	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay including overtime

Promotion/Non-Selection

Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
											1	

Findings Without Hearing	0		0		0		0		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action					_					_		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	1	20	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	2	40	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	20	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	20	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data									
Part 9 Complaints Pending from Previous Fiscal Years By Status		10.01.2023								
	2019	2020	2021	2022	2023	Thru 12.31.2023				
Total complaints from previous Fiscal Years	48	39	28	16	10	31				
Total Complainants	43	35	26	16	10	30				
Investigation	1	1	0	0	0	3				
ROI issued, pending Complainant's action	0	0	0	0	0	6				
Hearing	40	35	26	11	9	22				
Final Agency Action	6	4	2	3	0	1				
Appeal with EEOC Office of Federal Operations	69	81	7	19	13	15				

	Comparative Data										
Part 10 Complaint Investigations		10.01.2023 Thru									
	2019	2020	2021	2022	2023	12.31.2023					
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	0					